

Deployment Entitlements Briefing

OIF/OEF



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Purpose



The purpose of this briefing is to review general pay entitlements and incentives for Soldiers deployed to areas in support of Operation Iraqi Freedom (OIF) and Operation Enduring Freedom (OEF).

Agenda

- Entitlements Map
- Temporary Duty (Per Diem)
- Family Separation Allowance (FSA II)
- Basic Allowance for Subsistence (BAS)
- Basic Allowance for Housing (BAH)
- Cost of Living Allowance (COLA)
- Hardship Duty Pay - Location (HDP-L)
- Hostile Fire Pay (HFP) / Imminent Danger Pay (IDP)
- Combat Zone Tax Exclusion (CZTE)
- Savings Deposit Program (SDP)
- Thrift Saving Plan (TSP)
- Special Leave Accrual (SLA)
- Contact Information
- Questions

Entitlements Map as of 1 July 2005



TURKEY: Hardship Duty Pay - \$100 (Afyon, Batman, Corlu, Diyarbakir, Gaziantep, Iskendrun, Mardin, Mersin, Oguzeli, Sabiha Gokcen, Sanliurfa, Tasucu, Nusaybin, Konya, and Pircinlik only); Hardship Duty Pay - \$50 (Eskisehir only), Hostile Fire Pay (Excluding Turkish Straits), Savings Deposit Program, CZTE, FSA-II, BAS, Per Diem, SLA

JORDAN: Hardship Duty Pay - \$50, Hostile Fire Pay, Savings Deposit Program, CZTE, FSA-II, BAS, Per Diem, SLA

KUWAIT: Hardship Duty Pay - \$100, Hostile Fire Pay, Savings Deposit Program, CZTE, FSA-II, BAS, Per Diem, SLA

SAUDI ARABIA: Hardship Duty Pay - \$100 (Aa'ar Airport & Tabuk Air Base only), Hostile Fire Pay, Savings Deposit Program, CZTE, FSA-II, BAS, Per Diem, SLA



QATAR: Hardship Duty Pay - \$50 (Al Udeid Ab, Camp Snoopy, and Camp As Syliyah), Hostile Fire Pay Savings Deposit Program, CZTE, FSA-II, BAS, Per Diem, SLA

SYRIA: Hardship Duty Pay - \$100; Hostile Fire Pay; CZTE; FSA-II, BAS, Per Diem, SLA

UZBEKISTAN: Hardship Duty Pay - \$100, Hostile Fire Pay, Savings Deposit Program, CZTE, FSA-II, BAS, Per Diem, SLA

IRAQ: Hardship Duty Pay - \$100, Hostile Fire Pay, Savings Deposit Program, CZTE, FSA-II, BAS, Per Diem, SLA

AFGHANISTAN: Hardship Duty Pay - \$100, Hostile Fire Pay, Savings Deposit Program, CZTE, FSA-II, BAS, Per Diem, SLA

PAKISTAN: Hardship Duty Pay - \$100, Hostile Fire Pay, Savings Deposit Program, CZTE, FSA-II, BAS, Per Diem, SLA

Temporary Duty (Per Diem)



- The current specified incidental expense rate for all overseas locations is \$3.50 per day. In general, deployed Soldiers only receive the incidental portion of per diem as military lodging and meals are available throughout the theater.
- Soldiers do not receive per diem/incidental expense during rest and recuperation leaves, bad conduct status (such as AWOL), or while in an in-patient status in a medical treatment facility (MTF) or a passenger on a government vessel. Per diem is paid upon redeployment and submission of final travel settlement voucher.

Family Separation Allowance (FSA Type II)

- FSA Type II is payable to Soldiers with dependents who are deployed for more than 30 consecutive days.
- Entitlement stops if the Soldier returns to PDS for more than 30 days during the TCS period.
- Married service members with no dependents are entitled to FSA if residing together before being separated (only one member is entitled if both are deployed and in different locations).
- FSA Type II is payable at \$250 per month (\$8.33 per day) and begins the day of departure from home station and ends the day prior to arrival at home station.

Basic Allowance for Subsistence

(BAS)

- BAS is payable to all officers at \$183.99 per month, warrant officers at \$183.99 per month, and enlisted members at \$267.18 per month for the TCS duration. Soldiers on meal cards will have their meal deductions stopped during deployment.

Cost Of Living Allowance (COLA)



- Members permanently assigned to certain designated areas receive this entitlement. During a contingency deployment, COLA entitlement normally does not change. Soldiers who were entitled to COLA prior to deployment generally continue to receive COLA.
- If dependents return to CONUS or leave the PDS area for more than 30 days, COLA is changed to reflect the number of dependents remaining at the PDS. **If all dependents leave the PDS for more than 30 days, then COLA changes to the without dependent rate.**

Hardship Duty Pay- Location

(HDP-L)

- HDP-L is payable to all Soldiers who are performing official duties for more than 30 days in a designated hardship duty location.
- HDP-L rates vary by location. Specified amounts are monthly amounts paid on a daily basis. Currently, Afghanistan, Iraq, and Kuwait receive \$100.00 per month which is equivalent to \$3.33 a day.
- HDP-L begins the day of arrival in the designated location and ends the day of departure.

Hostile Fire Pay/Imminent Danger Pay



(HFP/IDP)

- HFP/IDP is a special pay intended to compensate Soldiers serving in locations where they are subjected to imminent danger and/or hostile fire. It is payable to all Soldiers performing official duties in a designated HFP/IDP area.
- The normal specified rate for HFP/IDP is \$225 per month. One day spent in a designated HFP/IDP area qualifies the member for the entire monthly amount.

Combat Zone Tax Exclusion

- CZTE exempts Soldiers who serve in designated hostile fire pay areas from withholding of income taxes. All federal and in general most state income tax withholdings are exempted.
- Any Soldier serving in a designated combat zone, or in a designated hostile fire pay zone performing direct support to operations is entitled to CZTE.
- As of 2005, officers' pay up to the base pay of the Sergeant Major of the Army (\$6,304.20) plus HFP (\$225.00) is tax exempt; the current ceiling is \$6,529.20. Income earned beyond this amount is fully taxable. For enlisted members, all pay is tax exempt.

Savings Deposit Program (SDP)



- SDP allows Soldiers to deposit an amount up to their current unallotted pay into a government savings program that earns 10% **annual** interest, **compounded quarterly**. The program pays interest on amounts up to \$10,000.
- Soldiers performing official duties in designated areas may participate in the program. Generally, Soldiers on orders contemplating duty for more than 30 days, can make their first deposit 30 days after arrival into the theater for up to the amount of that month's pay.

Savings Deposit Program (SDP) Continued



- Soldiers may contribute through allotment (preferred method) or cash deposits (cash or negotiable instrument). Monthly deposits are **limited** to an amount up to the net un-allotted current pay and allowances.
- Agents with a power of attorney authorizing them to start, stop or change allotments may start a SDP allotment on behalf of the deployed Soldier.
- Agents with a power of attorney authorizing them to make investments on the Soldier's behalf may deposit cash, money orders, traveler's checks or cashier's checks. However, agents may

Thrift Savings Plan (TSP)



- TSP is a Federal Government-sponsored retirement savings and investment plan that allows tax-deferred investing. For 2005, you may contribute up to 10% of base pay and up to 100% of incentive and special pays (to include bonus pay). For 2006 and thereafter, the TSP limits are eliminated, however, there is a \$15,000 per annum IRS limit. Soldiers can contribute 1% to 100% of any incentive pay, special pay, or bonus pay if they elect to contribute base pay.
- TSP savings based on earnings while entitled to CZTE will be non-taxable when withdrawn at retirement. Interest income earned on all savings is taxable.
- If you would like to start, change or start TSP contributions, follow the



Special Leave Accrual (SLA)



- SLA is the authority to exceed a 60-day leave balance at fiscal year end. It is not an additional form of leave. SLA is intended to provide relief to Soldiers not allowed leave during lengthy deployments or periods of hostility.
- SLA is authorized for Soldiers serving in an area in which they were entitled to HFP for at least 120 continuous days. SLA approval for this category is automatic.
- SLA is also authorized for Soldiers who deployed for at least 60 days and less than 120 days to meet a contingency operation of the U.S. or to enforce national policy or an international agreement based on a national security threat and were prevented from using leave through the FY because of deployment or mission requirements.



Contact Information



Contact your local servicing finance office or go to the following website; <https://www.266fc.hqusareur.army.mil/> and click on OIF/OEF deployment guide.

8th Finance Bn

Baumholder
485-6524/6413
1730/385-2959

Kaiserslautern
483-8629
8312/7909

Wiesbaden
337-5563/7145
5411/5100

Benelux
423-5211/4637
8854/8847

39th Finance Bn

Hanau
322-8805

Darmstadt
348-6649/6299

Giessen
343-6110

Friedburg
324-2618/2603

106th Finance Bn

Wuerzburg
350-1730/7160

Hohenfels
466-2031/2049

Schweinfurt
354-1730/6729

Bamberg
469-8617/7326

Vilseck
476-2967

208th

Mannheim
380-

Heidelberg
370-

Stuttgart
430-

Vicenza
634-



Questions



Questions?